

ANNOUNCEMENT

30/04/2026



Dear Colleagues,

It is my great pleasure to welcome **Ludwig RECODER** as **HEAD of HR Iberia**, effective on May 13th 2026.

Ludwig will be based in Barcelona and will report solid-line to me and dotted-line to Iberia GM, Gabriel Galvan.

He will be a member of Iberian Leadership Team and will support it and Iberia colleagues in the HR matters.

He will work closely with me to deploy and implement Global People Strategy as well as all HR procedures and processes in Iberia Region and to contribute to South Europe and MEA HR Region.

Ludwig holds a degree in Management and International Business from Universidad Panamericana (Mexico), where he also completed specialized studies in International Finance and Trade. He further pursued a Master's degree in Human Resources Management at Universidad Complutense de Madrid, where he also completed studies in Internal Communication. In addition, he has received specific training in Compensation and Benefits (Centro de Estudios Financieros) and Advanced Human Resources Management (OMD HR Academy).

Ludwig brings more than 15 years of experience in Human Resources, with a strong international track record across companies such as Pfizer and Gilead Sciences. At Pfizer, he held several roles as HR Business Partner in Spain and Ireland, as well as positions in international talent and development projects across Southern Europe. He began his professional career at IBM, where he gained experience in people management and international operations. He joins us from Gilead, where he has been serving as Associate HR Director for Spain and Portugal.

Please join me in welcoming Ludwig within Ipsen and wishing him the best for his new challenges.

Alessandra Benevolo
HR Regional Lead South Europe and MEA

Gabriel GALVÁN
General Manager Ipsen Iberia

Alessandra Benevolo

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Gabriel Galvan

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